

# University and GAA agree on first contract

Representatives of the Graduate Assistants' Association (GAA) and the University yesterday signed a memorandum of agreement concerning an 18-month contract for the University's unionized teaching assistants. The formal contract will be signed officially in about one week, after the wording has been approved by the University's legal counsel.

The contract, which expires on August 31, 1977, was approved Tuesday by about 85 percent of GAA members who attended a

special meeting. A second vote, by the same margin, approved the system of voluntary deduction of union dues as outlined in the contract. University negotiators refused to agree to a compulsory check-off of union dues. Hence, GAA members must pay dues by signing an individual check-off card authorizing the University to make the appropriate deduction from their monthly pay cheques. The cards will be sent to all members within the next few days and the union hopes to have most

members signed up by the first week in April, deadline for calculating the initial lump sum payment of collected dues.

Salary provisions are:

(a) undergraduates - \$2,100 per session;

(b) graduate students who have not completed at least two years of full-time graduate study and who do not have a Master's degree (or equivalent) in the discipline - \$2,500 per session;

(c) graduate students who have

completed at least two years of full-time graduate study or who have a Master's degree (or equivalent) in the discipline, and post-Doctoral fellows - \$2,875 per session.

Most teaching assistants will receive a "modest wage increase" retroactive to Jan. 1, said GAA business manager Andy Stanley. The remainder will receive a wage increase in the fall.

Asked to comment, GAA organizer Diana Moeser said the

union had been successful in winning equalization of wages and a good grievance procedure in its first contract since obtaining certification from the Ontario Labour Relations Board. "When you consider that only about one-third of all groups applying for OLRB certification are successful, and only one-third of those then get first contracts, we've made a definite achievement," she said. "One of our successful demands, collective job security, is something that few unions have."

# Bulletin

University of Toronto

Friday March 12, 1976

No. 28 29th Year

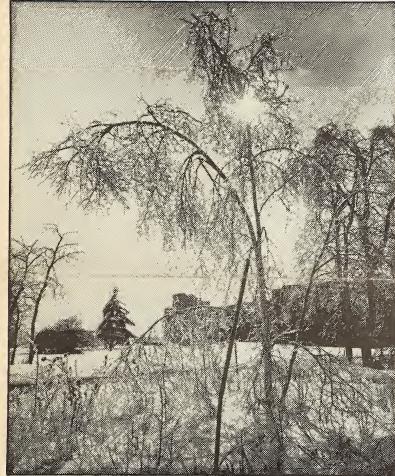


photo by Steve Jaunzemis

An Erindale College winterscape

## GOVERNING COUNCIL

### Salary settlement approved for 1976-77

by Paul Carson

Governing Council at a special meeting on March 10 approved the recommended salary settlement for 1976-77. The detailed salary recommendations printed elsewhere on this page represent a cost to the University of about 11.5 percent over the 1975-76 salary budget in each of the three categories: academic staff, professional librarians and non-unionized non-academic staff. The package is made up of an average 8 percent economic increase and an average 3.5 percent merit component.

The salary settlement permits the University to implement stage one of the Supplementary Budget Plan, approved by the Governing Council in February.

President John R. Evans said the settlement is the result of extensive negotiations between the administration and the negotiating teams representing the U of T Faculty Association and the U of T Staff Association. Agreement was not reached on all issues and

thus the recommended settlement is "a compromise of several factors," he said. The number of personnel layoffs for fiscal reasons has been confined to about 13 staff in the building patrol section of Physical Plant.

The President cautioned that merit pay increases should not be viewed as an "automatic distribution." He added that merit increases for various levels of staff performance are arranged so as to favour those staff members below the mid-point in their salary range.

He said that a special fund of \$200,000 will be created in order

to provide an increase of about 6 percent in the level of existing University pensions. An additional fund of \$448,000 is provided to eliminate discriminatory pension provisions and to improve survivor insurance benefits.

The budget provides for total University income of \$223,952,372 and allows for gross expenses of \$226,017,777. However, Dr. Evans stressed, the bud-

Continued on Page 2

### Details of salary increases

The salary recommendations for 1976-77 were presented to the Governing Council by President John R. Evans and adopted by the Council at a special meeting on March 10. They are as follows:

#### I. Academic Staff

(1) A career advancement fund, distributed to individual members of the full-time academic staff of the rank of Lecturer or above on the basis of merit, is continued for 1976-77. The fund will be computed on the basis of a sum of \$370 per continuing member of staff whose 1975-76 salary is less than \$32,250, and \$500 per member whose salary is more than \$32,250 but not more than \$40,000 (modified in respect of individual salaries that are close to the top of their range).

(2) Salaries of continuing full-time staff receiving less than \$40,000 will be increased across-the-board on July 1, 1976, by 8.4% to a maximum increase of \$2,200.

(3) Clinical staff who receive part of their salary from T and R funds provided by the Ministry of Health will receive salary increases pro-rated on the University component of their salary, but no allocation will be made from the University for any increase on the portion of the salary derived from T and R funds from the Ministry of Health.

(4) Salaries of \$40,000 and over will be reviewed by the Senior Salary Committee of the Governing Council. A salary increase fund equivalent to \$2,200 per person in this category will be established to be allocated on the basis of recommendations from the divisional heads.

(5) A fund is established to improve the provisions for those members of the full-time staff who are eligible for research leave so that it will be possible to grant a one-year research leave at three-quarters of the normal salary instead of half-salary.

(6) Full-time Instructors, Senior Tutors, Tutors, junior and other academic staff salaries will be increased across-the-board by 8.4% and a merit fund of 3.1% is established.

(7) Part-time academic staff salaries (except any that are covered by collective bargaining agreements) will be increased across-the-board by 8.4% to a maximum pro-rated increase of \$2,200, and a merit fund of 3.1% is established for those who hold appointments for 33% or more and who on July 1, 1976, will be entering their fifth or higher year of continuous

employment with the University.

(8) The salary equalization adjustment established under the Memorandum of Understanding for federated college staff will be completed in 1976-77.

(9) Course stipend rates paid to instructors in Woodsworth, Scarborough and Erindale Colleges and the Faculty of Education will be increased to the uniform rate of \$3,000.

#### II. Professional Librarians:

The total salary increase fund for full-time professional librarians is the same as for the academic and non-academic staff, namely 11.5%.

(10) This will be distributed as an across-the-board increase of 8.4% up to a maximum increase of \$2,200, and the balance in a fund for merit increases.

(11) The latter is calculated to be almost 3.5%.

#### III. Non-academic staff

(12) Full-time continuing non-academic non-unionized staff who have been employed by the University for at least six months will receive on July 1, 1976, an across-the-board increase of 8% of the 1975-76 salary to a maximum increase of \$2,200. Those who have been employed for less than six months may receive the full across-the-board increase, or a

part of it, at the discretion of the divisional head.

(13) A fund for merit increases equivalent to 3.5% of the non-academic salaries will be distributed on the recommendation of the divisional head, in accordance with the following guidelines:

Performance	Below Midpoint	Above Midpoint
Satisfactory	1-3%	0
Very good	3-5%	1-3%

There will be no merit increase for unsatisfactory performance.

(14) As is the case throughout the University, salaries of \$40,000 and over will be reviewed by the Senior Salary Committee of the Governing Council. A salary increase fund equivalent to \$2,200 per person in this category will be established and allocated on the basis of recommendations from the divisional heads.

(15) A fund of \$225,000 will be established in the Office of the Vice-President (Student Affairs) to deal with reclassification and related anomalies, etc., in 1976-77.

(16) Similar arrangements to those described above, appropriately prorated, will apply to part-time non-academic staff.

(17) Budget provisions for clerical

Continued on Page 3

### UTFA seeks president

The Constitution of the University of Toronto Faculty Association requires candidates for the presidency to be nominated by members of the UTFA Council. Members of the Association, however, are invited to suggest names to Council members.

Nominations are to be in the UTFA office by Friday, March 19, and the election will be conducted by mail ballot of the membership in the following two weeks. The name of the new President will be announced at the Annual meeting.

Members of the Council are:

K. Barker, Faculty of Architecture; D. Brooks, Faculty of Nursing; M. Cockshutt, Faculty of Library Science; A. Coman, Faculty of Education (English); R. Ellis, Faculty of Dentistry; M. G. Finlayson, Faculty of Arts and Science; R. F. Fisher, Faculty of Forestry; A. Foster, Professional Librarians; I. Hartley, St. Michael's College; J. Hawkins, Faculty of Music; T. Hoffmann, Faculty of Medicine; D. Huntley, Faculty of Arts and Science; B. Kidd, Faculty of Physical and Health Education; B. A. Kwant, New College; N. Lang, Faculty of Social Work; A. Latta, Trinity College; E. Mendelsohn, Scarborough College; M. Mueller, University College; J. Prentice, Faculty of Arts and Science; F. Rimrott, Faculty of Applied Science and Engineering; J. Rist, Faculty of Arts and Science; R. M. Savory, Faculty of Arts and Science; S. A. Schiff, Faculty of Law; K. C. Smith, Faculty of Applied Science and Engineering; G. R. Thaler, Erindale College; M. Villiers, Faculty of Food Science; G. Warkentin, Victoria University; K. Yale, Faculty of Arts and Science and B. Kalymon, Faculty of Management Studies.

## FORUM

To the Editor:

Profs. Bay, Bell et al commendably have asked for less of an increase than they might get (the *Bulletin*, 27 February) in order to help preserve the positions of those maintenance people threatened with lay-off. Their offer has the direction but not the magnitude necessary to set our economy to right.

The only cure for inflation is

not to inflate; i.e. not to raise prices or wages when the provided measure of goods and services remains constant. Therefore I had written to Dr. Evans and the Honourable Mr. Davis to suggest that academic salaries be frozen or reduced to help the University return to a stable financial configuration.

D.V. Anderson  
Department of Mathematics

## BRIEFLY

Two significant lectures concerning science policy will be given in the next short while. Dr. Frank Maine, M.P. for Wellington, will give a lecture entitled "Science Policy" on Monday, March 15 at 11 a.m. in room 3154 of the Medical Sciences Building. On Thursday, March 18 at 4 p.m. in 211 Hautain Building, Dr. J.J. Shepherd, executive director of the Science Council of Canada will give an environmental seminar entitled "Perspective on Science Policy".

The Department of Geology is holding an Open House on Saturday, March 13, from 2 to 4 p.m. Students and faculty will be at

the Mining Building, 170 College St. to give tours of research facilities and answer questions about the special displays and any other aspect of geology that has piqued your curiosity.

Dr. Robert Alter, Professor of Hebrew and Comparative Literature, University of California, Berkeley, will give lectures on two outstanding Jewish figures of the Schreiber Memorial Lectures. He will lecture Tuesday, March 16 at 8 p.m. on "H.L. Bialik: A Kabballal of the Absurd" and Wednesday, March 17 at 12 noon on "Franz Kafka: Exegesis of a Lost Writ". Both lectures will be in the Town Hall, Innis College.

### Irish Week to feature Beckett birthday party

The Celtic Arts Society presents "Irish Week" March 15 to 19. Monday, March 15, at 4 p.m. in Brennan Hall, Prof. Lorna Reynolds, visiting from University College Galway, will lecture on "Ireland". Tuesday at 5.30 p.m. in the faculty dining room, Seneca College, there will be a panel discussion, "Denis Johnson's *The Moon in the Yellow River: A Play of Our Time*".

On St. Patrick's Day, a party in Brennan Hall will honour Samuel Beckett's 70th birthday. At 2 p.m. Alan Reid, close friend of Beckett, will lecture. At 3.30 p.m. Herbert Whittaker will cut the cake and at 4 p.m. *Beginning to End: The Works of Samuel Beckett* with Jack MacGowran will be shown.

Thursday, March 18 at 8.30 p.m. in Brennan Hall, there will be a *ceilidh*. Irish Week activities end Friday with the traditional SMC St. Patrick's Day Pub, Brennan Hall from 3 p.m.

All activities are free, with the obvious exception of the beer drunk in the pub, courtesy SAC and St. Michael's College Students' Union sponsorship.

## Governing Council balloting

Ballots have been mailed to the eligible voters for this year's Governing Council election of new staff and student members.

Any eligible voter who has received an incorrect ballot, or no ballot, due to an error in records may contact the Governing Council Secretariat at 928-6576 in order to obtain the correct ballot.

The following are excerpts regarding balloting from the *Election Guidelines 1976*, a document outlining the procedures used in this election. Copies of the complete document may be obtained from the Governing Council Secretariat, Room 106, Simcoe Hall.

### BALLOTING:

#### 1. Method

-ballots will be mailed to each voter at his sessional home address as recorded in the University's record systems;

-each ballot will be accompanied by a small secrecy envelope into which the marked ballot should be sealed;

-also provided will be a return-address envelope into which the small secrecy envelope should be sealed;

-voters will be required to provide, on the upper left-hand corner of the return envelope, information sufficient to allow verification of their ballot return.

-each ballot will also be accompanied by an information sheet containing candidate statements, information on the correct method to return the ballot, information on eligibility to use that particular ballot, and a short description of the powers and duties of the Governing Council.

-persons who receive an incorrect ballot due to an error in records will be advised in the information sheets how to obtain the correct ballot;

-persons who receive no ballot due to an error in records will be advised through advertisements in the campus media, how to obtain a ballot;

-all eligible voters are entitled to vote using one ballot;

-members of the teaching staff who hold a non-academic appointment will vote in the appropriate teaching staff constituency;

-full-time students who are employed by the University as teaching assistants, research assistants, temporary library help, or in any other way will vote in the appropriate student constituency;

-part-time students who are employees of the University will vote in the appropriate student constituency or in the administrative staff constituency, but not in both constituencies;

-in the case of two or more ballots being received from any one voter, both being ballots for a

constituency in which the voter is entitled to vote, only the first ballot received by the Governing Council Secretariat will be considered valid.

#### 2. Voting in multiple seat constituencies

A voter may vote for up to the number of seats vacant in his constituency.

#### 3. Balloting by absent voters

It is suggested that voters who will be absent from their recorded address during the balloting period arrange to have their ballot forwarded to them. Thirteen days are allowed for return of ballots.

#### 4. Returning ballots

Ballots may be returned through either Canada Post or University Delivery.

#### 5. Ballot mailing lists

A list will be available shortly prior to and during balloting for inspection by any person at the Governing Council Secretariat during normal business hours.

Further to the above regulations, completed ballots should be returned by Canada Post, Campus Mail or personal delivery to the Governing Council Secretariat, Room 106, Simcoe Hall prior to 12 noon on March 18, 1976.

Enquiries regarding the election may be directed to the Governing Council Secretariat at 928-6576.

## Salary settlement approved

*Continued from Page 1*

getary model assumes estimated underspending of about \$1 million and in addition there will be an "extraordinary item" of under-spending by \$1,017,000 in computer equipment. The anticipated net deficit for 1976-77 is thereby reduced to \$48,405.

#### Incentive plan

At the President's request, Governing Council approved a new incentive plan for "underspending" within the University's academic and non-academic divisions. The divisions will be permitted to carry forward to 1976-77 an amount equal to 50 percent of any savings achieved through underspending during the final two months of the

1975-76 fiscal year, which ends on April 30. The other 50 percent will revert to the University's general revenue account.

Dr. Evans said the incentive plan will lead to more effective management and give the divisions greater flexibility for making non-recurring expenditures. Any monies carried forward as a result of the plan will not be added to the divisional base budgets, but will be available for one-time only expenditures in the 1976-77 fiscal year.

He said the incentive plan should generate greater understanding than assumed in the budget model, and with the additional savings the University might be able to implement the provisions of stage two of the Supplementary Budget Plan.

#### New budgetary process urged

Dr. Evans told Governing Council members that the University's budget process must be changed for next year. "We must change our style," he said, explaining that the disproportionate amount of time devoted to "the slow process of compression" has caused the heads of divisions to be diverted too often from the task of academically leadership.

The present lead time of only two months between final approval of the budget and the date for its implementation on May 1 hampers efficient management, Dr. Evans said. The administration has repeatedly urged the provincial government to provide detailed data on the level of funding at an early date in the budget process, "but the response has not been as gratifying as we would like."

The President proposed that the 1976-77 divisional base budget be carried forward to 1977-78, thereby allowing the 1977-78 Budget Committee to consider other matters such as an equipment replacement policy, requests for supplementary income, and such options as phasing out programs and increasing revenue.

He said this arrangement would give divisional heads 12 months in which to plan how to use the limited resources available to them. The proposal, which will be debated by Governing Council at its April meeting, includes the risk of some hardships, Dr. Evans said, but the risk must taken so that the University will be in a position to make "program-type decisions" rather than continue what he called "an across-the-board penny-pinching approach" to the budget.

#### Two alumni members elected

The Alumni College of Electors, at its meeting on March 10, elected James H. Joyce and Robert F. Moore to the Governing Council, for the term July 1, 1976 to June 30, 1979.

It is the third term such for Mr. Joyce and the first for Mr. Moore.

## Summer Russian studies

On June 21, 1976, the Summer Russian Workshop under the auspices of the Centre for Russian and East European Studies will begin its tenth summer of operation. Students will be immersed in the study of the Russian language and related subjects until Aug. 13, and in these eight weeks will complete the equivalent of a full-year academic course.

The Workshop, in co-operation with the Department of Slavic Languages and Literatures and Woodsworth College, will offer elementary, intermediate, and ad-

vanced basic courses in the Russian language. These courses are available for undergraduate credit to students who meet the University's admission requirements. The Workshop also offers specialized courses for those who need Russian for scholarly research.

Applications for admission should be received by April 15. Application forms and additional information are available from: Prof. Irina A. Evreinov, executive director, Summer Russian Workshop, 5024 Sidney Smith Hall, Telephone 928-2304.

## Clarke Institute Research Prize

The Clarke Institute of Psychiatry Research Fund will receive applications or nominations for the \$1,000 annual prize given to stimulate psychiatric research in Canada. The prize, established in 1969, will be awarded to a clinical or basic scientist who has published a report or dissertation on research conducted in Canada on mental health during the preceding year. All applications or nominations (6 copies) should be submitted on or before May 1, 1976 to Dr. P.E. Verner, Secretary, "Clarke Institute of Psychiatry Research Fund", Clarke Institute of Psychiatry, Room 814, 250 College St., Toronto, Ontario, M5T 1R8.



## RESEARCH NEWS

### Opportunity for Sabbatical Research Support

Faculty members who have been granted sabbatical research leave may apply to the University for a research leave grant. The grant may be used for all the purposes of a grant-in-aid, but not to supplement the sabbatical stipend. Grants will be held in trust by the University, as for any other research grant. Research leave grant application forms are available at ORA and should be submitted at least two months before the proposed sabbatical.

The Research Board has appointed agents to review applications.

Faculty who accept a research grant must arrange with the departmental chairman for a salary during the term of leave. The chairman must initiate a request

to transfer departmental funds in the amount of the research grant into a departmental research account set up for this purpose. During a leave, the faculty member must receive at least one-sixth of the normal academic salary in order to (a) stay on payroll and (b) pay the employee's contribution of the full fringe benefit costs on his full annual salary.

When an award is made, ORA will set up a trust account in the amount of the grant and draw on the departmental research account. If an award is denied, the chairman's transfer request will be returned to the department.

For further information and application forms, please call ORA at 928-2163.

### Application Deadlines

The following are final dead-

lines for applications to be received at the designated agencies in the approaching weeks:

March 31: Commonwealth university interchange scheme post-graduate research workers with grants.

April 1: Central Mortgage and Housing Corporation; Health and Welfare Canada non-medical use of drugs directorate; Ontario Ministry of Health research grants, type "C" grants, demonstration model grants, acupuncture research; Multiple Sclerosis Society research grants.

*Applicants for research support are reminded that applications should be forwarded at least 10 working days prior to the agency deadline date.*



## PhD ORALS

Since it is sometimes necessary to change a date or time of an oral examination, please confirm the information given in these listings with the Ph.D. oral office, telephone 928-5258.

Friday, March 19

Rodney Alfred Clifton, Department of Educational Theory, "The Socialization of Graduate Studies in the Social and Natural Sciences." Thesis supervisor: Prof. E.B. Harvey. Round Room, Massey College, 10 a.m.

Wednesday, March 24

R.P. Beukens, Department of Physics, "Many Particles Many Hole States in 15 N." Thesis supervisor: Prof. A.E. Litherland. Room 201, 65 St. George St., 2 p.m.

Thursday, March 25

Inocencio Bombín, Department of Hispanic Studies, "Atalaya de las Crónicas." Thesis supervisor: Prof. E. Von Richthofen. Room 201, 65 St. George St., 2 p.m.

Frank Kenneth Carter, Department of English, "Four Contexts for the Study of the Relationship of Text and Design in the Illuminated Books of William Blake." Thesis supervisor: Prof. H.N. Frye. Round Room, Massey College, 2 p.m.

## McCharles Prize to R S Segsworth

The following academic administrative appointments have been approved by the Academic Affairs Committee of Governing Council:

### Faculty of Arts and Science

Prof. T.C. Hutchinson — Professor and Chairman, Department of Botany; from July 1, 1976 to June 30, 1981.

Prof. J.S. Browne — Professor and Chairman, Department of East Asian Studies; from July 1, 1976 to June 30, 1981.

Faculty of Applied Science and Engineering

Prof. K.C. Smith — Professor and Chairman, Department of El-

ectrical Engineering; from July 1, 1976 to June 30, 1981.

### School of Graduate Studies

Prof. M.J. Valdes — Professor and Acting Chairman, Comparative Literature Programme; from Jan. 1, 1976 to June 30, 1976.

### Faculty of Dentistry

Dr. A.B. Hord — Associate Professor and Chairman, Department of Restorative Dentistry; from July 1, 1975, to June 30, 1980.

### Student Record Services

Dr. John C. Wilson — Director; from Feb. 1, 1976 to Jan. 31, 1978.

Prof. R.S. Segsworth, Faculty of Applied Science and Engineering, has been awarded the McCharles Prize in recognition of his several successful, innovative developments in the induction heating and melting of iron and steel.

The McCharles Prize, established in 1907, is awarded in a nation-wide competition for the discovery of improved methods of treating Canadian ores and minerals, for contribution to safety in the use of electricity, or for notable achievement in scientific research in any useful practical line. It has been awarded only 12 times since its inception, the last time in 1966.

Prof. Segsworth graduated from U of T in Mechanical Engineering in 1935 and was for 22 years associated with General Engineering Company of Canada. As a

consulting engineer, he assisted in the design, construction and operation of numerous mining and smelting operations, including the world's first large-scale induction heating plant, a Vancouver steel mill opened in 1952. Equipment resulting from his designs, innovations and inventions is widely used in most major industrial countries of the world.

Prof. Segsworth, 66, joined the staff of the University in 1956. He is presently cross-appointed as Professor in the Departments of Electrical Engineering and Metallurgy and Materials Science.

"I'm really browned off at people who sell Canada short," he said in a recent interview. "For example, many firms in the induction heating industry were developed right here in Canada, and some of these ideas grew into

multi-million dollar businesses. Plants based on Canadian designs are now in use all over the world."

"Canadians are too modest in competition with other countries, and too often they don't follow through when they have got something good. In my experience, Canadian plants are more versatile, flexible and efficient than those in the United States."

Prof. Segsworth is currently completing research on a novel technique for recovering iron from fly ash and other waste products of the steel-making process.

The McCharles Prize, consisting of a certificate of citation, a bronze medal and a cheque for \$5,000, will be presented at the Convocation exercises for the Faculty of Applied Science and Engineering on June 10.

## JOB OPENINGS

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings in their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call:

(1) — Sylvia Holland, 928-6470; (2) — Wendy Chin, 928-5468; (3) — Manfred Wewers, 928-4834; (4) — Ann Sarsfield, 928-2112; (5) — David Christian, 928-7308.

Clerk Typist II (\$6,480 - 7,620 - 8,760)

Physical Plant (5), School of Graduate Studies (2)

Clerk Typist III (\$7,130 - 8,390 - 9,650)

Office of the Vice-President and Provost (1)

Clerk III (\$7,130 - 8,390 - 9,650)

Student Awards (1)

Secretary I (\$7,130 - 8,390 - 9,650)

Urban & Regional Planning (5), Erindale College (2), Microbiology & Parasitology (4), Chemical Engineering (5), Applied Science & Engineering (5), School of Continuing Studies (2), Woodsworth College (2)

Secretary II (\$7,850 - 9,230 - 10,610)

Health Administration (4), Dentistry (1)

## Improved exit control in Robarts

The exit control in the Robarts Library has been re-sited on the second floor to provide greater control over entry to, and exit from, all elevators and escalators.

The move is meant to facilitate a better security system than has existed heretofore, according to G.H. Wright, director of planning, budgeting and administrative services in the library.

"There has been concern for some time" that various individuals have been circumventing the library's security procedures by gaining unauthorized entry to the library collection areas by means of the eighth and fourteenth floors, Wright said. Previously, persons using the elevators to these floors — which can lead to the offices of some academic departments and of the Council of Ontario Universities — have been able to bypass the regular exit control.

Wright stressed that the library's security staff must be able to distinguish between legitimate and non-legitimate users of the eighth and fourteenth floors; hence, the new arrangements

which will control access to the elevators. Library patrons who utilize the escalators will not notice any difference from the exit control procedure they are accustomed to.

## Salary recommendation

*Continued from Page 1*

cal assistance and overtime will be increased by 11 1/4%.

These provisions are intended to be applicable to persons employed at the University of Toronto Press, the Royal Conservatory of Music and Hart House, and to persons employed on research grants.

### IV. Benefits

(18) A fund of \$448,000 will be established in the Office of the Vice-President, Business Affairs,

for the elimination of discriminatory provisions in the pension plan and the improvement of survivor benefits in the insurance plan for academic and non-academic staff in 1976-77.

We have been informed by the Provincial Government that, as part of the provincial public sector, we are subject to the Federal Anti-Inflation Program. The University is therefore required to submit these salary adjustments to the Anti-Inflation Board for approval.

# EVENTS

Friday, March 12 - Saturday, March 20

## FRIDAY 12

Sir Thomas Bodley's Intention in Refounding the University Library at Oxford (Lecture) Prof. Desmond Neill, Department of English. South dining room, Hart House. 8 p.m. (Toronto Renaissance and Reformation Colloquium)

Características fundamentales del ensayo de González Prada (Seminar) Prof. Eugenio Chang-Rodríguez, Latin American Area Studies, Queen's College of The City University of New York. Common Room, Department of Hispanic Studies, 21 Sussex Ave. 2 p.m. (Latin American Studies Committee ISP)

Picoscind Laser Studies of Electron Transfer Processes and the Cage Effect in Photodissociation (Colloquium) Prof. K. Eisenthal, Columbia University. 158 Lash Miller Chemical Laboratories. 4 p.m.

Sanson Dux Fortissime, presented by PLS and Early Music Group. Trinity College Chapel. Performances March 12 and 13 at 3:30 p.m., March 14 at 3:30 p.m.

The Scythe and the Sunset directed by the playwright, Denis Johnston. Hart House Theatre. To March 20 at 8:30 p.m., no performances Sunday or Monday. Tickets \$3, students \$1.50. Box office 928-8668.

## SATURDAY 13

Botanical Gardens — A New Canadian Experience (Lecture) Dr. Leslie L. Laking, director, Royal Botanical Gardens, Hamilton. Convocation Hall. 8.15 p.m., doors open 7.30 p.m. (Royal Canadian Institute)

## SUNDAY 14

Hart House Chorus with Orchestra (Sunday evening concert) Great Hall, Hart House. 8 p.m.

## MONDAY 15

Authority and Responsibility: The Conciliator of John Segovia (D. 1458) (Lecture) Prof. Anthony Black, America University, Washington, D.C. Upper Library, Massey College. 4.15 p.m. (Medieval Studies and SGS)

The Effectiveness of Systems of Higher Education: Plans for an International Study (Seminar) Dr. James A. Perkins, chairman, International Council for Educational Development. Room S-958. OISE, 252 Bloor St. W. Expanded meeting of graduate seminar on Recurrent Issues in Higher Education, open to anyone interested. 2-4 p.m. (Higher Education Group)

Charles Peaker, organ; John Lehr, tenor; Bruce Philpott, piano. Spring (organ recitals) Convocation Hall. 5:05 p.m.

## TUESDAY 16

Using Digital Landsat Satellite Data for Forest Fire Fuel-type Mapping (Lecture) Dr. P. Kourtz, research scientist, Forest Fire Research Institute, Environment Canada. Fourth floor lounge, 203 College St. 12 noon.

So You Want to Go After Tigers in Africa? (Second in series of four lectures) Prof. Gunter Voss, visiting assistant professor, Life Sciences, Scarborough College. Committee rooms 1 and 2, Scarborough Civic Centre. 1 p.m.

Other Dimensions (1976 Alexander Lectures) Hawthorne and Psychological Romance. Prof. Henry Nash Smith, University of California, Berkeley. West Hall, University College. 4:30 p.m.

Flight Path to Dresden (Lecture) Prof. Geoffrey Best, University of Sussex, visitor to Department of History. Room 205 Library Science. 3 p.m.

The "King of the Weimar Republic" or Its Assistant Grave-digger?: G.P. Hauptmann's role in political life 1919-1933 (Lecture) Prof. Karl S. Guthke, Yale University. BCD Brennan Hall. 4 p.m. (Graduate German and Goethe Institute)

Paul Grosney Orchestra (Big Band) Meeting Place, Scarborough College. 12.15 and 1.15 p.m.

Adam Mahomske, piano (Noon hour classical concert) Music room, Hart House. 1.10 p.m.

## WEDNESDAY 17

Mechanisms of Lysosomal Enzyme Release (Lecture) Dr. Gerald Weissman, Department of Medicine, New York Chemistry Medical Center. 4:279 Medical Sciences Building. 12.30 p.m. (Pathology and SGS)

Other Dimensions (1976 Alexander Lectures) The Madness of Ahab. Prof. Henry Nash Smith, 4 p.m.

## THURSDAY 18

Watergate and the United States Constitution (8th annual Cecil A. Wright Memorial Lecture) Prof. Archibald Cox, Harvard Law School. Convocation Hall. 4 p.m.

Saying as Seeing (Lecture, St. Michael's Poetry Series 75-76) Prof. Thomas R. Whitaker, Yale University. Upper Brennan Hall. 4 p.m.

The Sea of Fertility, Tetralogy of Mitsuji Yukio (Lecture) Prof. Masao Miyoshi, Department of English, University of California, Berkeley. Lab 1 and 2, 3rd floor, Library Science. 2-4 p.m.

The Sea of Fertility, Tetralogy of Mitsuji Yukio (Lecture) Prof. Masao Miyoshi, Department of English, University of California, Berkeley. Lab 1 and 2, 3rd floor, Library Science. 2-4 p.m.

partment of History, Room 205 Library Science. 8 p.m.

Four Landscape Architects Talk About Landscape Architecture (Final lecture in series of four) Michael Hough, Hough-Stansbury and Associates. Room 103, 230 College St. 8 p.m.

Work and Poverty in Victorian Art (Public lecture series in art education) Dr. Paul Walton, chairman, Department of Art and Art History, McMaster University. 2118 Sidney Smith Hall. 8.15 p.m.

Life at Low Reynolds Number (Seminar) Prof. E. Purcell, Harvard University, Nobel Laureate. 2118 Sidney Smith Hall. 8.15 p.m.

Perspective on Science Policy (Seminar) Dr. J.J. Shepherd, executive director, Science Council of Canada. 211 Hautain Building. 4 p.m. (IES)

The University and the Provincial Government (Panel and discussion) Moderator: Prof. Donald Ivey. Speakers: Dr. Harry Parrott, MPP, Minister, Universities and Colleges; David Warner, MPP, NDP university affairs critic; John Sweeney, MPP, Liberal university affairs critic. West Hall, University College. 7.45 p.m. (University Arts Women's Club)

College Musican, directors Greta Kraus and Louis Moyse. Walter Hall, Edward Johnson Building. 2.10 p.m.

Early Music Consort from London. MacMillan Theatre, Edward Johnson Building. 8.30 p.m. Tickets \$5, students and senior citizens \$2.50. Please make cheques payable "U of T", enclose stamped addressed envelope. Box office 928-3744.

Steven Dann, viola and Jane Coppi, piano. (Noon hour classical concert) Music room, Hart House. 1.10 p.m.

ROM Open House. Organized by Member's Committee, emphasis on activities in curatorial departments, laboratories and research areas. 6.30-10.30 p.m.

## FRIDAY 19

Causation and Properties (Lecture) Prof. Sydney Shoemaker, Department of Philosophy, Cornell University. Common room, 10th floor, 215 Huron St. 4 p.m. (Graduate Philosophy and SGS)

Synthetic Studies in Metalloproteins (Colloquium) Prof. J.E. Baldwin, Massachusetts Institute of Technology. 158 Lash Miller Chemical Laboratories. 4 p.m.

New Texts in Old English (Seminar) Dr. R.I. Page, Corpus Christi College, Cambridge. Common Room, Pontifical Institute of Medieval Studies. 4 p.m. (Medieval Studies and SGS)

## SATURDAY 20

J.B. Tyrrell and the Canadian Sub-Arctic (Lecture) Prof. George J. Luce, Department of Physics, Convocation Hall. 8.15 p.m., doors open 7.30 p.m. (Royal Canadian Institute)

Trips to Mennonic Community, Elmira. Buses leave International Student Centre, 33 St. George St. at 8.30 a.m., return approx. 6 p.m. Tickets \$7. Register at ISC.



Alexie Stinson as "Rousin" and Barry O'Connor as "Captain Palliser" in *The Scythe and the Sunset* by Denis Johnston, at Hart House Theatre until March 20. The play has been directed by the author and is the final presentation in the Drama Centre's 1976 season at Hart House Theatre. Denis Johnston was a schoolboy in Dublin in 1916 when the Easter Rising took place and the play, he says, "reflects quite truly my recollections". He is concerned with behaviour, makes no moral judgments and argues no brief for either side. At a recent press conference, Johnston remarked that the Irish had a military incompetence about them almost equalled by the British". Johnston, 75, has written and directed plays for radio, television and the stage, and finds that directing his own play gives him an advantage: he has "been able to alter a bit without offending the author".

An Evaluation of the Toth Process and the New Alcan Chloride Process for Aluminum Production (Lecture) Prof. Kai Grjotheim, Department of Chemistry, University of Oslo. 158 Wallberg Building. 4 p.m.

Chemistry and Biogenetic Aspects of the Cucurbitacins (Colloquium) Prof. D. Lavie, Weizmann Institute of Science, Rehovot, 158 Lash Miller Chemical Laboratories. 4 p.m.

Science and Society in Eighteenth-Century Britain (Lecture) Prof. James H. MacLachlan, Institute for the History and Philosophy of Science and Technology and Innis College, Innis Hall, Innis College. 8 p.m. (IHPST)

The Algo Problem(s) (Seminar) Dr. Tom Bolton, Department of Astronomy. David Dunlap Observatory. 4 p.m.

Uranium-Lead Dating of Zircon - Applications and Problems (Seminar) Dr. T. Krogh, Royal Ontario Museum. 130 Mining Building. 4 p.m.

An explanation and discussion of unionization and certification (UTSA lunch bag forum) Speakers: Prof. Arthur Kruger, principal, Woodsworth College and Cal Hutchins, University of Guelph Staff Association. Innis Hall, Innis College. 12 noon - 2 p.m.

Old English and Old Norse in England (Lecture) Dr. R.I. Page, Corpus Christi College, Cambridge. Upper Library, Massey College. 4 p.m. (Medieval Studies and SGS)

Other Dimensions (1976 Alexander Lectures) Guilt and Innocence in the Fiction of Mark Twain. Prof. Henry Nash Smith, University of California, Berkeley. West Hall, University College. 4.30 p.m.

The Prevention of Arthritis Through the Preservation of Cartilage (1975 Charles Mickle Fellowship lecture) Prof. Robert S. Saltner, Department of Surgery and Hospital for Sick Children. Auditorium, Medical Sciences Building. 8 p.m.

The Midas Touch: Alchemy (Second of eight lectures introducing Gold for the Gods exhibition) Dr. Henry King, curator, McLaughlin Planetarium. ROM Theatre. 8 p.m.

The Formation of the Rural Society in Early Canada (Gray Lecture) Prof. Louise Delcène, University of Montreal, visitor to De-